

## Meeting Start time:

8: 08 pm

## Attendees:

Denise Soppas (chair)  
Charlie Neiss  
Kasey Neiss  
Sylvia Walker  
Lois DeRitter  
Kimberley Mitchell  
Chris Baglieri  
Mark Williams (9:10)

## Agenda

- Chalice
- Check-in
- Exploring White Supremacy Culture Primer Workshop (lead by Kasey Neiss)
- Business
  - Communication Timeline for 8th Principle Resolution
  - April 25<sup>th</sup> Worship and Talk back
  - Discernment Circle as Governance tool

## Chalice lighting

Denise

## Check In

## White Supremacy Culture Primer Introduction (Kasey Neiss)

## Updates

- Communication Timeline for 8th Principle Resolution
  - April 8th – Distribute the resolution to the congregation
  - April 25th - 8th Principle Resolution Worship and talkback after the service. Answer congregational questions.

May 2 – Deadline for congregation to provide feedback  
May 3rd – Debrief April 25<sup>th</sup> Talkback and review additional congregational feedback  
May 16th – Congregation vote and adopt the 8th Principle at the Annual Meeting

- April 25<sup>th</sup> Worship/Talkback
  - o Potential Worship titles
    - “So you say you want a resolution
    - “We all Want to Change the world”
    - “Where As”
  - o Service Planning: Charlie, Denise
  - o Talkback : Chris/Kasey
- Sociocracy – Discernment Circle Practice Workshop – Denise and Mark attended the workshop and will present the practice at a future 8<sup>th</sup> Principle and Board meeting

Sociocracy, also called dynamic governance, is a system of governance which seeks to create psychologically safe environments and productive organizations. It is distinguished by the use of consent, rather than majority voting, in discussion and decision-making by people who have a shared objective or work process.

## Actions/Next Steps

- Next meeting Kasey will continue facilitating discussion on White Supremacy culture
- Denise will distribute “Exploring White Supremacy Culture” article by Kenneth Jones and Tema Okun. This article was presented at the Jubilee 3 Training and is the basis for the workshop series that Kasey designed. e
- April 25<sup>th</sup> service – Denise/Charlie will take the lead on planning
- April 25<sup>th</sup> talkback – Kasey/Chris will take the lead on leading
- Denise will share Sociocracy and Discernment circle link she received at the CER Discernment Circle training.

## Parking Lot

- Establishing structure to address othering language in First U activities
- Discernment Training Presentation (Denise and Mark)
- Begin developing Action Plan

# Meeting End time:

9: 00 pm

## Next Meeting

May 3<sup>rd</sup> 7:30 –

### Topics

- o Continue Exploring White Supremacy Culture based on article by Kenneth Jones/Tema Okun (facilitated by Kasey Neiss)
- o Debrief April 25<sup>th</sup> Talkback and review additional congregational feedback
- o

### Documents

Exploring White Supremacy Culture based on article by Kenneth Jones and Tema Okun

[https://www.thc.texas.gov/public/upload/preserve/museums/files/White\\_Supremacy\\_Culture.pdf](https://www.thc.texas.gov/public/upload/preserve/museums/files/White_Supremacy_Culture.pdf)

Sociocracy – Discernment Circle for UU governance

<https://www.uua.org/leadership/library/shared-leadership-circles>